



## Sexual Harassment

Wangki Yupurnanupurru Aboriginal Corporation is committed to the principle of Equal Opportunity in Employment and to providing a workplace that is free of harassment of any kind.

### DEFINITION

Sexual harassment is a conduct of a sexual nature which is unwelcome and which you regard as offensive, humiliating or intimidating. This harassment may also make you feel disadvantaged if you object to it. Sexual harassment may be deliberate or unintentional and may include, but is not limited to:

- ✓ Sexually graphic displays of pinups, calendars, cartoons, graffiti and on screen savers
- ✓ Written messages left on boards, desks, in lockers or in e-mails
- ✓ Staring or leering at a person or at parts of their body
- ✓ Smutty jokes or verbal remarks
- ✓ Body contact, such as rubbing, patting or massaging
- ✓ Inferences regarding a person's sexual morality
- ✓ Tales of sexual exploits
- ✓ Repeated requests for dates / drinks
- ✓ Suggestive comments about a person's appearance

It is not sexual harassment to develop friendships or personal relationships with other people at work, which are based on mutual acceptance. However, it is important to remember that what is reasonable by one person can be viewed differently by another, therefore it is important to be sensitive to these differences. It is not the intention behind the behaviour that is important, but rather the feelings of the person toward whom the behaviour is directed.

### WHY IS SEXUAL HARASSMENT TREATED SERIOUSLY?

The effects of sexual harassment on an individual can be devastating. Feelings such as intimidation, humiliation, anxiety, fear, illness, annoyance and embarrassment can be experienced. Sexual harassment can also have a negative impact on the organisation through reduction in staff morale, increased turnover, higher absenteeism and reduced productivity.

Sexual harassment is also unlawful under the Sex Discrimination Act 1984 and the Western Australian Equal Opportunity Act 1984.

### CONSEQUENCES

Sexual harassment will not be tolerated within Wangki Yupurnanupurru Aboriginal Corporation. Any employee found to have sexually harassed another employee, a client or supplier, is personally responsible for his or her conduct.

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## Sexual Harassment

The management at Wangki Yupurnanupurru Aboriginal Corporation has the duty to prevent sexual harassment and is held responsible if it occurs, unless all reasonable steps have been taken to eliminate it in the workplace.

An employee who makes a fraudulent or vexatious complaint will face disciplinary action or termination of employment if appropriate.

### COMPLAINTS PROCEDURE

If you have been sexually harassed and wished to lodge a complaint or would like to talk to someone about it, you should contact the Station Manager or the Chairperson of the Board. You will not be penalised or victimised for making a complaint. Victimisation of a person who makes a complaint of Sexual Harassment is itself an offence under law.

If you do make a complaint it will be dealt with promptly and impartially. Utmost confidentiality will be maintained at all times with only those people directly involved and relevant management notified of the complaint.

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